Alberta Employment and Immigration

January 2009

SETTLEMENTS FOR COLLECTIVE BARGAINING AGREEMENTS
For the Period Ending December 31, 2008

TABLE I - ALL INDUSTRIES IN ALBERTA
TABLE II - BY PRIVATE AND PUBLIC SECTORS
TABLE III - BY MAJOR INDUSTRY SECTORS

SETTLEMENTS FOR COLLECTIVE BARGAINING AGREEMENTS

January 2009

For the Period Ending: December 2008

TABLE I ***ALL INDUSTRIES IN ALBERTA***

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Q 1	28	20,674	38.8	3.9	14.0
Q 2	35	14,452	32.0	5.1	14.5
Q 3	45	28,870	41.5	4.4	15.6
Q 4	30	19,193	41.9	5.1	19.1
2008	**138**	**83,189**	**39.3**	**4.6**	**15.8**
Q 1	53	5,602	33.7	4.4	12.2
Q 2	55	8,108	34.4	5.1	15.2
Q 3	68	62,125	36.5	5.1	16.3
Q 4	53	18,529	41.5	5.5	21.5
2007	**229**	**94,364**	**37.1**	**5.1**	**17.0**
Q 1	58	17,472	37.8	3.3	10.1
Q 2	47	8,190	36.0	3.6	11.1
Q 3	48	8,343	36.3	3.4	10.7
Q 4	44	7,022	35.3	4.1	12.3
2006	**197**	**41,027**	**36.7**	**3.5**	**10.8**

Source: Alberta Employment and Immigration
Integrated Bargaining Information System (IBIS)

Report Date: 23-Jan-09

*Public sector settlements do not reflect Alberta Teachers' Association (ATA) settlements due to pending settlement information for 2009-2012. Current settlements for teachers include a 3.0% increase for 2007 and 4.53% for 2008.

SETTLEMENTS FOR COLLECTIVE BARGAINING AGREEMENTS

January 2009

For the Period Ending: December 2008

TABLE II ***BY PRIVATE AND PUBLIC SECTORS***

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Private Sector					
Q 1	15	18,284	39.8	3.8	14.1
Q 2	24	9,544	34.0	5.2	15.6
Q 3	24	2,277	37.5	6.5	20.9
Q 4	19	6,281	54.4	5.3	25.4
2008	**82**	**36,386**	**40.7**	**4.6**	**16.9**
Q 1	31	4,031	32.7	4.2	10.8
Q 2	38	4,336	33.8	5.8	17.7
Q 3	37	12,638	40.7	5.9	21.5
Q 4	36	14,857	45.8	6.0	24.1
2007	**142**	**35,862**	**41.1**	**5.7**	**20.9**
Q 1	40	3,971	33.3	4.1	10.3
Q 2	31	6,037	37.4	3.6	11.4
Q 3	34	7,174	37.4	3.5	11.2
Q 4	25	1,967	34.0	4.2	11.9
2006	**130**	**19,149**	**36.2**	**3.7**	**11.1**
Public Sector					
Q 1	13	2,390	31.3	4.7	13.2
Q 2	11	4,908	28.0	5.0	12.4
Q 3	21	26,593	41.8	4.3	15.2
Q 4	11	12,912	35.8	5.1	16.0
2008	**56**	**46,803**	**38.2**	**4.6**	**15.0**
Q 1	22	1,571	36.4	5.1	15.9
Q 2	17	3,772	35.1	4.2	12.3
Q 3	31	49,487	35.5	4.9	15.0
Q 4	17	3,672	24.4	3.8	10.8
2007	**87**	**58,502**	**34.8**	**4.8**	**14.6**
Q 1	18	13,501	39.2	3.1	10.0
Q 2	16	2,153	31.9	3.7	10.2
Q 3	14	1,169	29.5	3.3	7.7
Q 4	19	5,055	35.9	4.0	12.4
2006	**67**	**21,878**	**37.2**	**3.4**	**10.5**

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SETTLEMENTS FOR COLLECTIVE BARGAINING AGREEMENTS

January 2009

For the Period Ending: December 2008

TABLE III ***BY MAJOR INDUSTRY SECTORS***

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Accommodation And Food Services					
Q 1	0	0	0.0	0.0	0.0
Q 2	2	200	18.9	2.9	5.9
Q 3	3	272	36.0	4.9	15.6
Q 4	0	0	0.0	0.0	0.0
2008	**5**	**472**	**28.8**	**4.0**	**11.5**
Q 1	3	680	51.4	1.9	8.4
Q 2	1	33	24.0	3.0	6.1
Q 3	0	0	0.0	0.0	0.0
Q 4	2	246	55.0	4.7	24.3
2007	**6**	**959**	**51.4**	**2.7**	**12.4**
Q 1	4	590	41.2	2.3	8.2
Q 2	2	460	36.0	2.9	8.9
Q 3	0	0	0.0	0.0	0.0
Q 4	1	147	48.0	2.4	10.0
2006	**7**	**1,197**	**40.0**	**2.6**	**8.7**
Administrative And Support, Waste Management And Remediation Services					
Q 1	0	0	0.0	0.0	0.0
Q 2	1	65	24.0	2.3	4.8
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**1**	**65**	**24.0**	**2.4**	**4.8**
Q 1	1	64	36.0	6.7	21.4
Q 2	3	316	37.9	5.0	17.0
Q 3	0	0	0.0	0.0	0.0
Q 4	2	35	64.3	5.7	34.1
2007	**6**	**415**	**39.8**	**5.3**	**19.1**
Q 1	1	210	9.0	9.4	7.0
Q 2	1	90	36.0	8.1	26.5
Q 3	2	309	36.0	3.2	9.8
Q 4	1	19	36.0	3.8	11.9
2006	**5**	**628**	**27.0**	**6.0**	**11.3**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
Agriculture, Forestry, Fishing And Hunting					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2007	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2006	**0**	**0**	**0.0**	**0.0**	**0.0**
Arts, Entertainment And Recreation					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	2	177	17.5	7.9	9.3
Q 2	2	127	37.6	3.0	9.4
Q 3	1	30	24.0	2.5	5.0
Q 4	1	205	48.0	6.8	30.1
2007	**6**	**539**	**34.2**	**6.0**	**17.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	1	115	12.0	3.0	3.0
Q 3	0	0	0.0	0.0	0.0
Q 4	2	208	26.9	5.1	12.1
2006	**3**	**323**	**21.6**	**4.4**	**8.8**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Construction					
Q 1	3	6,410	46.8	5.7	24.4
Q 2	5	741	24.0	6.4	13.4
Q 3	4	1,052	41.3	6.0	22.2
Q 4	1	55	24.0	13.4	28.6
2008	**13**	**8,258**	**43.9**	**5.9**	**23.2**
Q 1	4	350	30.1	2.3	6.0
Q 2	10	1,814	34.9	7.4	23.4
Q 3	9	8,198	44.6	5.9	23.7
Q 4	13	13,074	47.3	5.8	24.9
2007	**36**	**23,436**	**45.1**	**5.9**	**24.1**
Q 1	4	357	29.1	5.9	13.9
Q 2	4	182	23.8	5.4	11.1
Q 3	2	50	25.4	10.2	22.2
Q 4	5	309	28.5	5.6	13.6
2006	**15**	**898**	**27.6**	**6.0**	**13.7**
Educational Services*					
Q 1	1	600	36.0	5.6	17.8
Q 2	2	3,310	26.0	4.5	10.1
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**3**	**3,910**	**27.6**	**4.7**	**11.3**
Q 1	2	380	36.0	4.1	12.8
Q 2	1	160	36.0	1.7	5.1
Q 3	1	250	24.0	3.4	6.8
Q 4	0	0	0.0	0.0	0.0
2007	**4**	**790**	**32.2**	**3.4**	**9.3**
Q 1	1	3,060	25.0	5.1	10.9
Q 2	2	235	36.0	5.2	16.6
Q 3	0	0	0.0	0.0	0.0
Q 4	1	339	36.0	4.0	12.5
2006	**4**	**3,634**	**26.7**	**5.0**	**11.4**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Finance And Insurance					
Q 1	0	0	0.0	0.0	0.0
Q 2	2	9	36.0	5.7	18.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**2**	**9**	**36.0**	**5.7**	**18.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	1	1,890	24.0	7.3	15.1
Q 4	0	0	0.0	0.0	0.0
2007	**1**	**1,890**	**24.0**	**7.3**	**15.1**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2006	**0**	**0**	**0.0**	**0.0**	**0.0**
Health Care And Social Assistance					
Q 1	3	217	29.3	4.4	11.2
Q 2	4	8,123	35.7	5.1	16.2
Q 3	20	26,533	41.8	4.3	15.2
Q 4	8	12,859	35.9	5.1	16.0
2008	**35**	**47,732**	**39.1**	**4.6**	**15.6**
Q 1	9	878	37.7	3.3	10.7
Q 2	10	853	35.1	3.1	9.2
Q 3	12	25,445	36.0	4.9	15.4
Q 4	17	2,707	18.4	4.2	8.2
2007	**48**	**29,883**	**34.4**	**4.7**	**14.5**
Q 1	14	10,000	43.6	2.7	10.1
Q 2	9	2,635	36.6	3.0	9.6
Q 3	6	595	29.7	2.4	5.0
Q 4	11	731	36.2	3.8	12.0
2006	**40**	**13,961**	**41.3**	**2.8**	**9.9**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Information And Cultural Industries					
Q 1	0	0	0.0	0.0	0.0
Q 2	1	55	24.0	7.3	15.1
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**1**	**55**	**24.0**	**7.3**	**15.1**
Q 1	1	1	12.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	3	184	36.0	3.6	11.2
Q 4	3	86	27.5	4.8	11.5
2007	**7**	**271**	**33.2**	**4.0**	**11.2**
Q 1	1	37	24.0	3.5	7.1
Q 2	1	9	24.0	4.5	9.3
Q 3	3	127	30.1	4.7	11.5
Q 4	2	1,103	36.0	3.7	11.4
2006	**7**	**1,276**	**35.0**	**3.8**	**11.3**
Management of Companies And Enterprises					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2007	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2006	**0**	**0**	**0.0**	**0.0**	**0.0**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Manufacturing					
Q 1	5	1,184	37.8	6.1	19.3
Q 2	2	135	30.7	4.6	12.2
Q 3	8	523	30.7	8.2	20.8
Q 4	4	120	24.0	6.6	13.7
2008	**19**	**1,962**	**34.6**	**6.6**	**18.8**
Q 1	8	711	32.4	5.7	16.0
Q 2	11	1,387	32.4	3.8	10.7
Q 3	16	1,516	34.7	5.1	15.1
Q 4	10	425	41.0	5.7	19.2
2007	**45**	**4,039**	**34.2**	**4.8**	**14.2**
Q 1	12	1,258	39.9	2.9	9.8
Q 2	9	443	37.3	3.5	11.3
Q 3	16	2,067	34.0	3.1	9.3
Q 4	7	489	34.1	4.5	13.6
2006	**44**	**4,257**	**36.1**	**3.2**	**10.1**
Mining And Oil And Gas Extraction					
Q 1	0	0	0.0	0.0	0.0
Q 2	1	50	32.0	3.1	8.5
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**1**	**50**	**32.0**	**3.1**	**8.5**
Q 1	1	27	48.0	7.2	31.9
Q 2	1	17	53.0	7.0	34.6
Q 3	1	2,433	32.0	7.2	20.2
Q 4	0	0	0.0	0.0	0.0
2007	**3**	**2,477**	**32.3**	**7.1**	**20.4**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	1	150	36.0	3.7	11.4
Q 4	0	0	0.0	0.0	0.0
2006	**1**	**150**	**36.0**	**3.7**	**11.4**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Other Services (except Public Administration)					
Q 1	1	24	24.0	7.0	14.5
Q 2	5	81	29.3	8.1	19.3
Q 3	1	1	24.0	6.3	12.9
Q 4	1	45	24.0	11.8	25.0
2008	**8**	**151**	**26.8**	**9.0**	**20.2**
Q 1	2	7	25.7	3.6	7.6
Q 2	2	183	28.1	6.7	14.8
Q 3	1	2	24.0	4.5	9.2
Q 4	0	0	0.0	0.0	0.0
2007	**5**	**192**	**28.0**	**6.5**	**14.5**
Q 1	2	102	25.2	6.6	13.9
Q 2	3	97	29.9	5.1	14.3
Q 3	5	223	25.6	3.3	7.4
Q 4	4	142	32.2	3.5	9.8
2006	**14**	**564**	**27.9**	**4.3**	**10.4**
Professional, Scientific And Technical Services					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2007	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2006	**0**	**0**	**0.0**	**0.0**	**0.0**

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Public Administration					
Q 1	7	747	36.0	5.5	17.2
Q 2	4	839	33.1	7.1	20.8
Q 3	3	105	25.9	5.1	11.7
Q 4	5	155	32.2	2.0	3.5
2008	**19**	**1,846**	**33.8**	**5.9**	**17.4**
Q 1	11	364	32.2	6.7	19.8
Q 2	5	400	27.0	7.9	17.8
Q 3	11	21,533	36.0	4.6	14.6
Q 4	2	840	28.0	5.1	11.8
2007	**29**	**23,137**	**35.5**	**4.8**	**14.6**
Q 1	11	515	36.0	3.7	11.8
Q 2	6	2,855	30.8	3.9	10.3
Q 3	7	3,425	34.6	3.6	10.7
Q 4	6	3,413	35.9	4.0	12.5
2006	**30**	**10,208**	**34.0**	**3.8**	**11.3**
Real Estate And Rental And Leasing					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	2	40	29.7	7.6	20.3
Q 4	0	0	0.0	0.0	0.0
2008	**2**	**40**	**29.7**	**7.6**	**20.3**
Q 1	1	73	24.0	10.1	21.3
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2007	**1**	**73**	**24.0**	**10.1**	**21.3**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	1	17	24.0	4.2	8.6
2006	**1**	**17**	**24.0**	**4.2**	**8.6**

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Retail Trade					
Q 1	4	10,513	36.0	2.4	7.3
Q 2	1	62	38.0	3.8	12.5
Q 3	0	0	0.0	0.0	0.0
Q 4	4	4,772	58.7	4.7	25.1
2008	**9**	**15,347**	**43.0**	**3.1**	**12.8**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	2	104	36.0	3.7	11.4
Q 4	0	0	0.0	0.0	0.0
2007	**2**	**104**	**36.0**	**3.7**	**11.4**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	1	35	48.0	3.5	14.6
Q 4	0	0	0.0	0.0	0.0
2006	**1**	**35**	**48.0**	**3.5**	**14.6**
Transportation And Warehousing					
Q 1	1	22	48.0	3.1	13.1
Q 2	2	248	36.0	8.1	26.1
Q 3	4	344	39.0	6.7	22.3
Q 4	4	304	35.4	8.2	26.6
2008	**11**	**918**	**37.2**	**7.5**	**24.5**
Q 1	4	295	32.4	4.4	12.5
Q 2	7	2,721	36.0	4.5	14.2
Q 3	5	201	40.0	4.1	14.3
Q 4	0	0	0.0	0.0	0.0
2007	**16**	**3,217**	**35.9**	**4.5**	**14.1**
Q 1	4	118	35.5	3.1	9.5
Q 2	7	1,014	53.7	3.4	15.9
Q 3	1	80	36.0	3.8	11.7
Q 4	1	11	36.0	4.9	15.5
2006	**13**	**1,223**	**50.6**	**3.4**	**15.0**

Source: Alberta Employment and Immigration
Integrated Bargaining Information System (IBIS)

Report Date: 23-Jan-09

*Public sector settlements do not reflect Alberta Teachers' Association (ATA) settlements due to pending settlement information for 2009-2012. Current settlements for teachers include a 3.0% increase for 2007 and 4.53% for 2008.

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Utilities					
Q 1	3	957	24.7	3.5	7.4
Q 2	1	6	35.0	3.6	10.7
Q 3	0	0	0.0	0.0	0.0
Q 4	1	448	24.0	6.6	13.7
2008	**5**	**1,411**	**24.5**	**4.5**	**9.4**
Q 1	4	1,595	27.3	4.8	11.6
Q 2	1	45	36.0	3.8	12.0
Q 3	5	339	36.9	4.9	15.8
Q 4	2	891	36.0	6.3	20.2
2007	**12**	**2,870**	**31.3**	**5.2**	**14.8**
Q 1	3	1,100	24.1	2.7	5.6
Q 2	1	40	36.0	3.7	11.4
Q 3	2	546	25.8	4.3	9.3
Q 4	1	57	24.0	3.5	7.1
2006	**7**	**1,743**	**24.9**	**3.2**	**6.9**
Wholesale Trade					
Q 1	0	0	0.0	0.0	0.0
Q 2	2	528	26.3	3.6	8.0
Q 3	0	0	0.0	0.0	0.0
Q 4	2	435	71.1	6.8	48.2
2008	**4**	**963**	**46.5**	**5.0**	**26.2**
Q 1	0	0	0.0	0.0	0.0
Q 2	1	52	24.0	6.3	12.9
Q 3	0	0	0.0	0.0	0.0
Q 4	1	20	24.0	4.3	8.7
2007	**2**	**72**	**24.0**	**5.7**	**11.7**
Q 1	1	125	72.0	4.1	27.3
Q 2	1	15	36.0	4.0	12.5
Q 3	2	736	68.3	3.3	20.6
Q 4	1	37	48.0	3.9	16.3
2006	**5**	**913**	**67.4**	**3.4**	**21.2**

Source: Alberta Employment and Immigration
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Report Date 23-Jan-09

*Public sector settlements do not reflect Alberta Teachers' Association (ATA) settlements due to pending settlement information for 2009-2012. Current settlements for teachers include a 3.0% increase for 2007 and 4.53% for 2008.

TECHNICAL NOTES

The sectors used for reporting purposes are: **Accommodation and Food Services; Administrative and Support, Waste Management and Remediation Services; Agriculture, Forestry, Fishing and Hunting; Arts, Entertainment and Recreation; Construction; Educational Services; Finance and Insurance; Health Care and Social Assistance; Information and Cultural Industries; Management of Companies and Enterprises; Manufacturing; Mining and Oil & Gas Extraction; Other Services (Except Public Administration); Professional, Scientific, & Technical Services; Public Administration; Real Estate and Rental and Leasing; Retail Trade; Transportation and Warehousing; Utilities; and Wholesale Trade.**

Coverage: The information on collective bargaining settlements and negotiations applies to unionized bargaining units of all sizes in Alberta. There are 1,341 collective bargaining agreements (CBAs) for 356,190 employees being monitored. A total of 89.0% of the CBAs and 81.7% of the unionized workforce are covered under the *Labour Relations Code*. The remaining CBAs filed with the department are covered by other Alberta legislation including the *Public Service Employee Relations Act, the Post-Secondary Learning Act* and the *Police Officers Collective Bargaining Act*. There are also some CBAs under the *Canada Labour Code* for Alberta employees being filed with Alberta Employment and Immigration

MPG Rate: The wage rate of the Most Populous Group (MPG) or most representative job classification in each agreement is used in all calculations.

Number of Employees: The employee count may change over the term of the CBA. The number of employees covered by an agreement is based on the number of employees reported at the time a CBA is filed with Alberta Employment and Immigration. The number of employees is updated if more current information is provided during the term of the CBA.

Settlement Data: Data presented by this publication reflects settlements **ratified** during a **given time period**. Settlement data is based on the percentage change over the term of the agreement, including any retroactive changes. **Settlement data does not reflect actual wage increases or decreases**.

Weighted Average Duration: The duration of each settlement is weighted by the number of employees covered by the agreement, and the average is calculated in months, for the settlement period.

Weighted Average Annual Compound Per Cent Change: This figure is calculated by: (1) deriving the average annual compound increase or decrease for the duration of each agreement for the MPG rate; (2) weighting this figure by the number of employees covered by the agreement; and (3) averaging all agreements received in the reporting time period. The percentage change includes settled wage reopeners.

Settlement Exclusions: Settlements not included in the weighted average annual (total) percent change calculations are those where: payment is based on a piece rate or mileage system, hours of work vary (eg. university and colleges faculty agreements), no previous agreement exists (eg. first agreements), MPG rate is probationary, supervisory or part time, no comparable job classifications can be found due to major changes in the wage schedule grid, or incomplete settlement data is obtained.

Data Revision: Settlement data are subject to revision each month as estimates (verbal information) are updated to actual collective agreements filed. The Alberta settlements for 2006, 2007 and 2008 year-to-date have been revised as of January 26, 2009.

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